# Human Capital Development Dissertations

| Student | Year | Faculty Chair | Research Topic |
|---|---|---|---|
| Dr. Scott Alsobrooks | 2010 | Cyndi Gaudet | The Quality of Student Experiences in Traditionally Scheduled Courses Versus Block Scheduled Courses at Pearl River Community College |
| Dr. Holly Burkett | 2010 | Cyndi Gaudet | Change Capacity as a Determinant of Sustainable ROI Implementation in Human Resource Development Practice |
| Dr. John Kmiec, Jr. | 2010 | Cyndi Gaudet | A Study of the Effectiveness of a Pilot Training Program in an Organizational Setting: An intervention for work engagement |
| Dr. Madonna Adams | 2011 | Heather Annulis | Recovering From Hurricane Katrina, Small Business Owners Conquer Katrina: A Mixed Methodology Study |
| Dr. Lindsey Lewis | 2011 | Heather Annulis | The Computer Ate My Classroom: Assessing Student Interactions, Perceived Learning, and Satisfaction in Online Community College Career Technical Education Courses |
| Dr. Sidney Mitchell | 2011 | Cyndi Gaudet | Factors That Contribute to Persistence and Retention of Underrepresented Minority Undergraduate Students in Science, Technology, Engineering, and Mathematics (STEM) |
| Dr. Dwuena Wyre | 2011 | Cyndi Gaudet | Set Up For Success: An Examination Of The Ronald E. McNair Post Baccalaureate Achievement Program's |
| Dr. Rich Jeffries | 2011 | Heather Annulis | Investments in Leadership and Management Succession Planning at a Department of Defense Organization in the Southeastern United States: A Review of Strategic |
| Dr. Dionne Davis-Green | 2012 | Cyndi Gaudet | Examining the Relationship Between Social Capital and Career Success Among Welfare to Work Participants in Louisiana |
| Dr. Evelyn Green | 2012 | Cyndi Gaudet | Employee Volunteer and Employer Benefits from Business - Education Partnerships as Perceived by Employee Volunteers |
| Dr. Mamie Griffin | 2012 | Heather Annulis | Manufacturing Mississippi's Workforce: An Assessment of Employability Skills as Perceived by Faculty & Senior Students of Four Year Manufacturing Related Degree Program |
| Dr. Cheryl Zipay Kirby | 2012 | Heather Annulis | Assessing a Culture of Innovation Leadership on the Human Capital in Healthcare |

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| Dr. Steve Miller | 2012 | Brent Hales | [Leading Through Crisis: Competencies for Effective Sport Security Professionals](#) |
| Dr. Deborah Moore | 2012 | Cyndi Gaudet | [America Reads – Mississippi Future Teacher Corps: A Study of Program Completers' Perception of Factors Influencing the Decision to Become and Remain Classroom Teachers](#) |
| Dr. Ginger Robbins | 2012 | Heather Annulis | [A Study of the Effect of Appreciative Inquiry on Student – Course Engagement and Attendance in the Community College](#) |
| Dr. Rich Stewart | 2012 | Cyndi Gaudet | [A Study of the Leadership Code and Employee Engagement](#) |
| Dr. Josh Duplantis | 2013 | Chad Miller | [Developing Social Capital: The Effect of an Academic Service–Learning Component on the Civic Attitudes of College Students](#) |
| Dr. Tomeka Harbin | 2013 | Heather Annulis | [Workplace Health Promotion Programs: An Assessment of Factors Influencing Participation](#) |
| Dr. Yolanda Clark | 2013 | Heather Annulis | [Project–Based Section 8 Housing Participants' Perception of Cultural and Structural Factors to Explain Barriers to Economic Self–Sufficiency](#) |
| Dr. Christopher Fox | 2013 | Cyndi Gaudet | [Emotional Intelligence and Community Healthcare Productivity](#) |
| Dr. Jim Black, Jr. | 2014 | Cyndi Gaudet | [Online Communities of Practice in the Contact Center Environment: Factors that Influence Participation](#) |
| Dr. Gary Burrus | 2014 | Cyndi Gaudet | [Strategic Human Resources in Casino Operations: Revealing the Perceptions of Casino Operators and Human Resource Leaders](#) |
| Dr. Sharon Cureton | 2014 | Heather Annulis | [The Role of Exchange Ideology in Coworker Social Support and Work Engagement](#) |
| Dr. Ker Ferguson | 2014 | Chad Miller | [A Policy Framed Analysis of the Valley of Death in U.S. University Technology Transfer](#) |
| Dr. Dianna Perkins | 2014 | Heather Annulis | [Building Change Readiness Practices for Information Technology Support Staff](#) |
| Dr. Katie Wallace | 2014 | Heather Annulis | [Development of Workforce Skills: Student Perceptions of Mentoring in First Robotics](#) |
| Dr. Mary Funk | 2015 | Heather Annulis | [Assessing Nontraditional Student Dropouts on a Commuter Campus](#) |

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| Dr. Jason Golden | 2015 | Dale Lunsford | An Examination of the Volunteer Coordinator's Influence on Church Volunteers' Intent-to-Continue at the Largest Protestant Churches |
| Dr. Alan Martinez | 2015 | Cyndi Gaudet | The Role of Shared Mental Models in Team Coordination Crew Resource Management Skills of Mutual Performance Monitoring and Backup Behaviors |
| Dr. Tammy Means | 2015 | Heather Annulis | A Study Identifying Information Technology Development Strategies for Nursing Professional Development Specialists Practicing in Healthcare Settings |
| Dr. Janea McDonald | 2015 | Heather Annulis | The Relationship Between University Employees' Work Engagement and the Perception of their Influence on Student Integration and Retention |
| Dr. Christy Riddle | 2015 | Heather Annulis | How Did the Students Cross the Stage? The Relationship of Demographic Factors on Early Selection of College Major |
| Dr. Brock Stout | 2015 | Heather Annulis | What Will the Neighbors Think? Perceptions of Failure Intolerance on Individual Entrepreneurial Intention in Harthe Rural Midwest |
| Dr. Richard Ayers | 2016 | Cyndi Gaudet | Optimizing Workforce Performance: Perceived Differences of Army Officer Critical Thinking Talent Across Level of Education. |
| Dr. Robert Thompson | 2016 | Cyndi Gaudet | An Investigation of Work Environment Characteristics and Work Engagement of Limited- and Full-Service Hotel Property Front-Line Employees. |
| Dr. William Burge | 2017 | Cyndi Gaudet | The Relationship Between the Human and Social Capital Characteristics of Nascent Entrepreneurs and Expected Job Growth in the United States |
| Dr. Steve Ellis | 2017 | Quincy Brown | Applying Affective Engagement to Change Organizational Culture: A Secondary Analysis of Sexual Assault Prevention and Reporting Curriculum Outcomes on U.S. Air Force Technical Training Campuses |
| Dr. Burdette Fullerton | 2017 | Chad Miller | The Effects of Tax Increment Financing on Assessed Land Values |
| Dr. John Hubbard | 2017 | Chad Miller | Is Human Capital Development the Missing Component of the Aerotropolis Model? |
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| Dr. Gwendolyn Meador | 2017 | Heather Annulis | Ethical Decision-Making Accounting Competencies: Practitioners' Perspectives |
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| Dr. Richard Walker | 2017 | Cyndi Gaudet | Examining the Perceived Influence of a Comprehensive Youth Development Program for Promoting Black Male High School Persistence |
| Dr. Timla Washington | 2017 | Chad Miller | Self-Perceptions of Black Entrepreneurship in a Black Majority Rural Context – The Mississippi Delta |
| Dr. Charles Childress | 2018 | Quincy Brown | The Influence of an Electronic Attendance Monitoring System on Undergraduate Academic Success |
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| Dr. Gregory Micheal Cole | 2018 | Dale Lunsford | The Influence of Manual and Hydraulic Stretchers on Recruitment, Retention, and Turnover on the Emergency Medical Services Workforce |
| Dr. Saurabh Gupta | 2018 | Quincy Brown | Mechanism for Leadership Development and Effectiveness: The Relationship between Followership, Leadership, and Psychological Capital |
| Dr. Laura Haley | 2018 | Heather Annulis | What Makes Employees Stay? Examining Social Exchange Relationships, Organizational Commitment, and Intent to Leave Among Casino Employees |
| Dr. Lisa Sandifer | 2018 | Dale Lunsford | Knowledge, Technical Skills, and Employability Skills Required of Accounting Graduates: Perceptions of Certified Public Accountants in Mississippi |
| Dr. Ashley Scales | 2018 | Quincy Brown | The Effects of Organizational Commitment and Harmonious Passion on Voluntary Turnover among Social Workers: A Mixed Methods Study |
| Dr. Bianca York-Crockett | 2018 | Quincy Brown | Barriers and Enablers to Native American Persistence in Higher Education Programs: Narratives from Mississippi Band of Choctaw Indians |
| Dr. Gregory E. Higgins | 2019 | Dale Lunsford | Screening the Managerial Applicant: A Descriptive Phenomenological Study of Résumé Review and Evaluation |

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| Dr. Garry Thompson | 2019 | Cyndi Gaudet | Relationship Between Self-Development, Mentorship, and Senior Military Officer Moral Judgment |
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| Dr. David Mooneyhan | 2019 | Cyndi Gaudet | Strategic Hiring and Research Productivity at U.S. Research Universities |
| Dr. Jeffrey Coggin | 2020 | Quincy Brown | Self-Regulated Learning Instruction's Relationships with Teacher Subject Area, Teacher Beliefs, and Teacher Efficacy |
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